



Agenda Item Number: _____

BERNALILLO COUNTY Board of County Commissioners

Meeting Date: **October 14, 2008**

Department: Manager, Human Resources **Staff Contact:** Thaddeus Lucero, County Manager
John P. Dantis, Deputy County Manager
Renetta M. Torres, HR Director

TITLE: Collective Bargaining Agreement between the County and the AFSCME Council 18, Local 2499

ACTION: Motion to approve the Collective Bargaining Agreement with AFSCME Council 18, Local 2499

SUMMARY:

The county and the AFSCME Council 18, Local 2499 commenced negotiations on June 13, 2008 and reached agreement on October 3, 2008. This contract is for one (1) year ending on June 30, 2009.

The Union ratified the contract on October 14, 2008.

The High Points of these negotiating sessions were:

- The parties agreed to a 4% pay adjustment.
- Increase of stewards to eleven (three per shift and one each for Transport and CCP).
- Meetings agreed to by Management/Labor will be in a paid status.
- Personnel assigned to Internal Affairs are restricted to working “internal affairs” overtime only.
- Overtime cancellation will be offered by seniority, but forced in reverse seniority order.
- Vacancies created in between the Shift/Days Off bid will be posted for seven days and awarded by seniority.
- Annual clothing allowance up to \$650 from \$600.
- Personal property replacement: Up to \$300 from \$275.
- Specialty List Pay List includes CDL holders
- Side Bar Agreements
 - ▶ **Hospital Relief:** Among the issues to be discussed are manners and methods to relieve employees or to provide a meal break.
The first meeting shall occur within 30 days of the Board of County Commissioners Approval of this Side Bar Agreement.
 - ▶ **Temporary Upgrades:** The term of this side bar agreement shall be from July 1, 2008 until June 30, 2009.
Parties agree as follows: Employees placed in a “temporary upgrade” status will be limited to serving in that capacity for a period of 120 calendar days.
Thereafter, the County agrees to rotate another individual into the temporary upgrade status or to fill the position utilizing the promotional process.

- **Sick Leave Incentive:** The term of this side bar agreement shall be from July 1, 2008 until June 30, 2009.

The parties agree as follows:

Sick Leave Incentive Awards. A full-time employee who has completed twelve months of employment shall be eligible to participate in the benefit provided by this Side Bar Agreement, unless otherwise restricted herein.

An employee who utilizes no sick leave during the first or second consecutive six (6) month period in a calendar year shall be awarded four (4) hours of annual leave.

An employee who utilizes no sick leave during the first six (6) month period and the second six (6) month period shall be awarded an additional eight (8) hours of annual leave.

The County shall review sick leave usage twice a year for the periods January 1 through June 30 and July 1 through December 31.

An employee who has received disciplinary action greater than a written reprimand shall not be eligible for the benefits provided by this side bar agreement.

Only full-time employees are eligible to participate in the benefits provided by this side bar agreement.

- **Firearms Qualification:** The term of this side bar agreement shall be from July 1, 2008 until June 30, 2009.

The parties agree as follows: The County will issue 150 rounds of ammunition at the beginning of each quarter for practice.

- **Compensatory Time:** The term of this side bar agreement shall be from July 1, 2008 until June 30, 2009.

The parties agree as follows: The County and AFSCME Council 18 will form a committee to study the issue of implementing compensatory time for the bargaining unit. The first meeting shall be held 30 days after ratification and approval of this Side Bar Agreement. The County shall appoint three (3) members and the Union shall appoint three (3) members to the committee. The committee shall meet two times each month to study and discuss the impacts of adoption of compensatory time for the bargaining unit. The impacts to be studied, include but are not limited to:

1. Fiscal
2. Staffing
3. Leave balances (employees losing accrued annual leave)
4. Payroll
5. Administrative

The County thanks the management and union negotiating team members of the AFSCME Council 18, Local 2499 for their hard work in reaching this agreement.

ATTACHMENTS:

1. Collective Bargaining "Tentative" Agreement

FISCAL IMPACT

The collective bargaining agreement falls within the guidelines established by the Bernalillo County Commission during the FY2009 budget.

STAFF ANALYSIS SUMMARY

COUNTY MANAGER

See Summary

DEPUTY COUNTY MANAGER FOR PUBLIC SAFETY

See Summary

LEGAL DEPARTMENT

The collective bargaining agreement and side bar agreements were negotiated in accordance with the Collective Bargaining Ordinance and are otherwise consistent with applicable law. JSL 10/13/08

FINANCE

Budget	The Bernalillo County Collective Bargaining Agreement with AFSCME Council 18, Local 2499 was settled within the economic limits established for FY'09. This contract is for one (1) year ending on June 30, 2009. Teresa Byrd, Budget Director 10/13/08
Purchasing	No comment required. Lisa Sedillo-White, Purchasing Director 10/13/2008
Contracts	No comment required. Lisa Sedillo-White, Purchasing Director 10/13/2008
Risk Management	Risk Management has reviewed Article 21, Workers' Compensation/Injury Time. This section is in conformity with existing County policy. David A. Baca, Risk Management Administrator. 10/13/2008